

**ADMIN OFFICER**

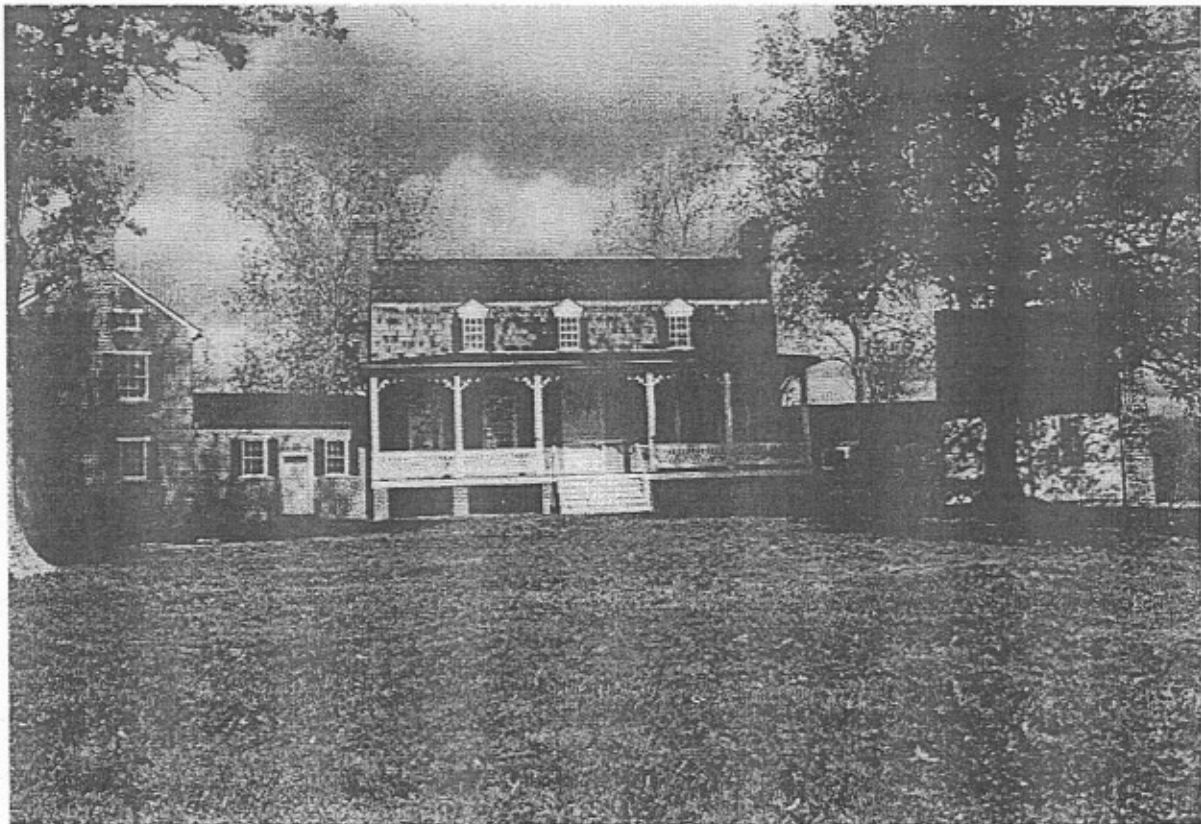
**STRATEGIC PLAN**

for

**THOMAS STONE  
NATIONAL HISTORIC SITE**

**FISCAL YEAR 2001 – 2005**

**(October 1, 2000 – September 30, 2005)**



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## **I. INTRODUCTION**

### **About This Plan**

This is the Strategic Plan for Thomas Stone National Historic Site, a unit of the National Park System, administered by the National Park Service, U.S. Department of the Interior. Our Plan includes our mission statement, derived from the legislation establishing and affecting this park. It contains our goals organized under goal categories and mission goals (the "in perpetuity" goals that encompass everything we do). It also contains long-term goals that describe in quantified, measurable ways examples of what we plan to achieve in the six-year period covered by this plan, October 1, 2000 through September 30, 2005, federal fiscal years FY2001-2005.

The content and organization of this Plan relates to the process established by the National Park Service under the Government Performance and Results Act of 1993 (GPRA) [see following sections]. Additional copies of this Strategic Plan are available by visiting or writing park headquarters at Thomas Stone NHS, C/O George Washington Birthplace NM 1732 Popes Creek Road, Washington's Birthplace, VA 22443. We welcome questions and comments, which should be addressed to the Superintendent at this address.

The Plan also contains a general section on "Strategies" on how goals will be accomplished," that briefly sketches the organization, facilities, and financial resources available to achieve the plan's long-term goals. There is a brief discussion of "Key External Factors" that could positively or negatively affect goal achievement. Each long-term goal has one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as how the goal will be accomplished. After these goal explanations, there is an overview of how results will be measured. Finally, there is a listing of those who were consulted in the development of the plan and a list of plan preparers.

Each year that this Strategic Plan is in effect there also will be an Annual Performance Plan covering one year increments of each long-term goal. The Annual Performance Plan will be available by January 1<sup>st</sup> each year. In addition to the Annual Performance Plan, we also use internal management documents to guide daily operations throughout the year. They detail the specific activities, services, and products that will be carried out or produced to accomplish goal results, and the dollars and people that will do it.

### **The Thomas Stone National Historic Site**

The Thomas Stone National Historic Site is a vital part of America's national system of parks, monuments, battlefields, recreation areas, and other natural and cultural resources. Established by *Act of Congress* in 1978 (P.L. 95-625), the Thomas Stone National Historic Site is located in Port Tobacco, MD. Containing 322 acres, the park preserves the home of Thomas Stone, one of four Maryland delegates to sign the Declaration of Independence, in perpetuity and makes this valuable part of America's heritage available to over 5,000 visitors each year for their experience, enjoyment, understanding, and appreciation.

### **The National Park Service**

The National Park Service (NPS), established in 1916, preserves outstanding examples of the best of America's natural, cultural, and recreational resources for the enjoyment, education, and inspiration of this and future generations. These resources of national significance constitute a significant part of America's heritage, character, and future. The National Park System consists of 378 units park units located in nearly every state and territory of the nation. The National Park Service not only directly preserves these treasures, it also makes them available to millions of visitors from throughout the country and the world every year. NPS also has legislated responsibilities for natural and cultural resource conservation outside national parks in partnership with state and local governments, tribes, and non-profit organizations. These programs provide a variety of technical and/or financial assistance.

In consultation with Congress, OMB and other interested parties, the NPS developed its own implementation process to comply with the Government Performance and Results Act of 1993 (GPRA).

Using an 8-step process, the NPS developed its first *Strategic Plan* in 1997. A copy of the current plan is available for review at Thomas Stone National Historic Site. It is also available on the Internet at <http://www.nps.gov/planning>.

As part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. These plans address applicable long-term goals in the NPS *Strategic Plan* and may add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans are generally a blend of national and local missions and goals.

### Government Performance and Results Act of 1993 (GPRA)

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the "*performance management revolution*" already embraced by private industry and many local, state, and national governments.

In a nutshell, *performance management* uses performance goals based on an organization's primary mission to guide daily actions and expenditures. Importantly, goals must be quantifiable and measurable results or outcomes, rather than efforts or outputs such as activities, services, and products. The established and proven performance management approach is to ***establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop.*** This process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

The approach seems so elegantly simple and logical that one is compelled to ask, "Isn't that what everyone is already doing?" In fact, most federal agencies have not traditionally done business this way. They have been funded by programs and activities rather than by goals. Too often they have conducted business year after year based on what they have always routinely done, rather than in pursuit of mission-oriented goals. Too often they have not measured their performance in terms of results achieved, but rather in level of activities conducted, products produced, or services provided – if they have measured performance at all. And too often managers and employees have not been held accountable for their performance in achieving concrete, results-oriented goals, and have not communicated the outcomes of their work to their important constituencies – the American people, the Congress, even the President. So performance management, as embodied in GPRA, is new, revolutionary, and vitally important to a more effective, efficient, and credible federal government.

This Plan is much more than just a response to legislative mandate, however. The law was a catalyst that caused the park staff to reexamine daily activities and routine products and services, as well as funding and staffing expended to accomplish them. It motivated and energized us to make sure these things are aligned with the mission of the National Park Service and the Thomas Stone National Historic Site, and the long-term goals established to achieve those missions. The results, we believe, will be better planning, better management, and better communication among ourselves and with all of our constituencies and stakeholders, about where we are, where we need to be, and how we are going to get there most effectively and efficiently.



## II. MISSION

Thomas Stone National Historic Site preserves, protects, and interprets the cultural and natural resources of the home and the property owned by Thomas Stone who was one of four Maryland signers of the Declaration of the Independence and who lived on the site during the American Revolutionary period. The park provides present and future generations with outstanding educational opportunities to learn the significance of the nation's founding, as well as Georgian style architecture and Southern Maryland agricultural practices.

The mission statement of the National Park Service at Thomas Stone National Historic Site grows from the park's legislated mandate found in the Act of Congress enacted September 10, 1978 which established the park and set apart sufficient lands "for the preservation of the historical associations connected therewith, for the benefit and enjoyment of the people..."

Our mission statement is a synthesis of our mandated purpose and the park's primary significance.

### III. STRATEGIES: Accomplishing Goals

We plan to accomplish our goals using the park staff, facilities, and financial resources summarized below. These paragraphs should give our partners, stakeholders, and the public a better understanding of what we are trying to accomplish, and how we plan to do it.

#### Organization

Acting Superintendent *Dave Herrera* leads the *park* staff. Staff is organized into two operating divisions: Interpretation and Maintenance. Administrative, Cultural and Natural Resources, law enforcement and additional maintenance support is provided by George Washington Birthplace National Monument staff.

Our staff will be supplemented and/or supported by assistance or expertise from various other NPS parks and central offices, and/or other partners or organizations. Staff from the National Park Service's Philadelphia Support Office will work with us to assess and improve our interpretive programming for Goal IIb1. The Northeast Cultural Resource Center and the Philadelphia Support Office will help us to inventory and evaluate our historic cultural landscapes and archeological resources for Goals IIb for better data on which to make informed decisions about our resources.

#### Facilities

Park facilities for accomplishing our goals include: a restored Thomas Stone mansion, converted two car garage used as visitor contact station and offices; a maintenance equipment storage building and workshop.

#### Financial Resources

Financial resources available to achieve the park's goals include an annual base operating budget of approximately \$590,000 which funds a work force of 4 permanent positions, and two seasonal positions. This work force will be supplemented annually by approximately 300 hours of Volunteers-in-Parks service, and special project and program funds distributed by the National Park Service regional and Washington offices. Achieving our goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships and donations. Therefore, in order to plan and organize our goals and the work to accomplish them, all funding and staffing sources and major alternative sources of support and work, have been estimated and included in developing our Plan

Please note that the goals in this plan assume a "flat budget." Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were "reasonably assured", they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing, and communicating what we can accomplish with what we already have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of the plan.

We would, however, be remiss in our duties as stewards of the priceless natural and cultural resources that are in our care if we did not duly note that we sincerely believe we are under-funded and under-staffed to fully achieve our important mission and goals. We also recognize, however, that we are but one of many worthwhile federal enterprises which compete for scarce tax dollars, and we are pursuing a wide variety of alternative management, funding, and staffing scenarios to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how - and how well - we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding.

## Program Evaluations

The 1996 Thomas Stone NHS Cultural Landscape Report sets the framework in which the park staff is developing the landscape to interpret the site's association with Thomas Stone and 200 years of farming practices in Southern Maryland. The 1994 List of Classified Structures (LCS) Single Entry Report documents the significance of each of the park's 7 structures, evaluates the structure's condition and provides recommendation to park staff for applying approved treatment. The 1989 General Management Plan with 1996 Revisions along with the 1990 Interpretive Prospectus provides the context in which the park staff interprets the themes of Thomas Stone's life and career, land use and development of Habredeventure and history of the Port Tobacco area in relation to Thomas Stone. Recent Field observations of the natural resources by the park Natural Resource Specialist has helped in determining goals identified in this strategic plan.



#### IV. KEY EXTERNAL FACTORS

Park management and staff can plan, manage, and control much of what occurs in the park. Sometimes they can influence factors external to park boundaries that affect the park. Other factors, such as natural events, are beyond managing or influencing. All of these things can negatively or positively affect goal outcomes. A few of the most important or most likely are briefly identified below. This is not an exhaustive list but simply those factors that are most likely to influence outcomes at the time this plan was written.

The visitation of Thomas Stone National Historic Site has remained relatively constant at approximately 5,000 visitors annually for the past few years and is expected to gradually rise in the near future. The site today is being impacted by new housing developments. This trend will likely continue because of the housing boom in the District of Columbia Metropolitan Area. Eventually the park may become a rural oasis surrounded by modern homes.

Additional factors affecting performance include:

- The cost of maintaining and restoring natural and cultural resources are escalating.
- The implementation of new programs that emphasize wise use of limited resources and sustainable practices.
- A significant increase in the number of projects requiring compliance reviews under the National Environmental Policy Act and/or Section 106 of the Historic Preservation Act
- The National Parks and Omnibus Act of 1998 (Public Law 105-391) established major new responsibilities for concessions management, employee training and career development, natural resources inventory and monitoring, and cooperative research studies.

## **V. GOALS**

### **Goal Categories and Mission Goals**

The NPS performance management process requires all units of the NPS to organize goals and efforts under four goal categories in broad, nationwide, "in perpetuity" mission goals that state ideal future conditions. These mission goals encompass all we do and a brief explanation about each one is below.

#### **Goal Category I Preserve Park Resources**

This category addresses all goals that relate to the condition of natural and cultural resources and the acquisition of knowledge from and about them. It includes the concepts of biological and cultural diversity to ensure park resources are preserved and interpreted in relationship to the broader ecosystem and cultural context that extend beyond the park to nearby lands. Park cultural context means that park resources are managed in relation to other historical events or cultural processes.

The long-term goals related to this category are shown in the next section and include the protection, restoration, or maintenance of ecosystems, rare or endangered plant and animal populations, archeological and ethnographic resources, historic structures and cultural landscapes, museum objects, and research collections. Mission Goal 1a focuses on the condition of these resources. Mission Goal 1b on obtaining and using scholarly and scientific knowledge about resources to make better informed decisions.

1a Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

1b The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

#### **Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Parks**

This category includes all goals for visitor satisfaction, enjoyment, safety, appreciation, and understanding. It includes the mandate found in the NPS Organic Act "to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations."

The long-term goals related to this category are shown below and include programs, facilities, services, and recreational opportunities affecting the enjoyment, understanding and safety of visitors from all over the nation and the world. Mission Goal 2a covers facilities and services such as visitor centers, campgrounds, road and trails, recreational opportunities and keeping visitors safe. Mission Goal 2b is about helping visitors learn more about park resources and significance so they will enjoy their visit more, support preserving this country's heritage, and gain a better understanding of the experiences and peoples that built this nation.

2a Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

2b Park visitors and the general public understand and appreciate the preservation of and its resources for this and future generations.

#### **Goal Category III Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners**

(This mission goal refers to the legislated NPS partnership programs that assist others outside of park units to preserve our natural and cultural and recreational resources.)

#### **Goal Category IV Ensure Organizational Effectiveness**

This category includes all goals that support the mission of the park and the NPS, and the focus is on governmental processes rather than the results. Goals in this category measure various workplace standards and cover those things that will help us be more responsive, efficient, effective, and accountable.

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

IVb The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

## Long-Term Goals

Long-term goals are examples of how we will make progress toward the mission goals above, and how we will contribute to nationwide NPS goals during the period of this Plan. The numbering sequence for long-term goals follows that of the NPS Servicewide plan so that our contributions can "roll up nationally" into NPS accomplishments. Goal numbers may not be consecutive - where numbers are left out, an NPS goal does not apply to Thomas Stone National Historic Site. Associated goals that are similar to NPS goals but not identical with NPS criteria, optional goals, and goals specific to this park contain a zero (0) or an X in the number. Goal categories and mission goals are in regular type. Each year, by January 1<sup>st</sup> we will also produce an Annual Performance Plan that shows how much of each long-term goal we intend to accomplish during that fiscal year. We will assess what we actually accomplished in an Annual Performance Report at the end of each fiscal year.

**Ia07** By September 30, 2005, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 are in good condition.

Through mowing, weeding, prescribed fire and selective planting the park staff will continue to maintain existing cultural landscape to preserve those important features that give character and integrity to the historic scene of the park. Park staff will work with Historic Landscape Architect in SSO or another park to identify all cultural features and submit the park landscape for inclusion on the CLI.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, and a project completion report.

**Ia1A** By September 30, 2005, 8 of 80 acres of Thomas Stones NHS lands disturbed by prior agricultural use of 1999 are restored.

Using a variety of methods, such as disking and replanting, the park staff will restore to native plants areas previously disturbed by farming and other development.

**Ia5** By September 30, 2005, 60% (4 of 7 structures) of the historic structures at Thomas Stone NHS on the 1999 List of Classified Structures are in good condition.

The park has a total of 7 structures on the List of Classified Structures as of the end of 1999, the baseline year for this goal. One of those structures was already determined to be in good condition, i.e. requiring only routine and cyclic maintenance, but no major repair or rehab. FY 2001 work will include all maintenance to upgrade three additional structures in good condition and maintain or improve the condition of the other three structures.

Measuring goal achievement and verification of measurements will be by on-the-ground inspection, photo documentation, completion reports and inspections by park staff.

**Ia6** By September 30, 2005, 7 (73.4%) of 9 applicable preservation and protection standards for Thomas Stone NHS museum collections are met.

The park staff intends to properly store, catalogue, record and protect through environmental, security and fire protection the valuable collection of archeological artifacts and museum objects. Collection condition will be monitored, measured and verified by park staff inspection and completion reports.

**Ib01** By September 30, 2005, develop 30% of outstanding data sets identified in 1999 basic natural resource inventories for Thomas Stone NHS.

The park Natural Resource Specialist using the approved Resource Management Plan has identified eight data sets that need to be developed. These data sets will be developed by coordinating with state biologists and examining existing state inventories for the area. Coordination with selected universities for assistance through student internships to complete data sets will be explored. When needed, professional expertise will be contracted to complete data sets. The park Natural Resource Specialist will maintain close coordination with the System Support Office Natural Resource Specialist throughout the inventory process.

Completed inventories will be maintained and monitored and verified by on the ground inspection, photo documentation, and a project completion report to determine increases or decreases of species.

**Ib2A** By September 30, 2005, the number of Thomas Stone NHS archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 0 in FY 1999 to 2 (30% increase).

The park will coordinate with the Regional Archeologist and Cluster Archeological Site Inventory Coordinator to identify, evaluate and include park archeological sites in the ASMIS. Goal achievement will be monitored, measured and verified by photo documentation and project reports.

**Ib2C** By September 30, 2005, all 7 (100%) Thomas Stone NHS historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Park staff will work with System Support Office LCS Coordinator to complete annual questionnaire and inventory for each LCS entry to keep the data records for each park structure updated and current. Park staff will measure achievements of goal by maintaining a completed updated record for each park LCS.

**Ib3** By September 30, 2005, Thomas Stone NHS has identified its vital signs for natural resource monitoring.

The park Natural Resource Specialist will meet with other Northeast Coastal and Barrier Group resource specialists and outside experts in facilitated workshops to identify those vital signs of the park ecosystem. These vital signs are indicators of the key ecological processes which, collectively, capture the function of a healthy park ecosystem and are the first step in tracking the status and trends of NPS natural resources.

The goal will be accomplished by participating in scoping sessions to develop a comprehensive model of the park's ecosystem. Following identification of vital signs, parks in the group will work together and with adjacent agencies and partners to develop a multi-park monitoring plan. Parks will establish protocols for monitoring the select vital signs.

**Ila1** By September 30, 2005, 95% of visitors to Thomas Stone NHS are satisfied with appropriate park facilities, services, and recreational opportunities.

The park will utilize the Visitor Survey Cards during the designated month of July to get feedback from park visitors and measure their satisfaction with facilities, services and recreational opportunities. Park staff will be working to keep buildings, grounds, roads and trails in good condition for visitor use. Required services and appropriate recreational opportunities will be provided for park visitors by park staff.

**Ila2** By September 30, 2005, the visitor accident rate at Thomas Stone NHS is maintained at the FY1992-FY1996 five-year average of 0.



Park interpretive staff will provide safety messages to visitors both in written interpretive materials and in personal services. The park maintenance staff will keep buildings, grounds, roads and trails in safe condition to reduce or eliminate potential hazards. Visitor accidents will be reviewed for possible corrective actions that can be taken to prevent further incidents. Accidents that occur will be investigated and recorded to maintain a standard of measure for comparability with FY1996-FY1999 five year average.

**IIb1** By September 30, 2005, 95% of Thomas Stone NHS visitors understand and appreciate the significance of the park.

The park will utilize the Visitor Survey Cards during the designated month of July to get feedback from park visitors and measure their understanding and appreciation of the park's significance. Park interpretive staff will present theme related interpretive programs and special interpretive events. Non-personal interpretive media of THST web page, orientation video, flyers, bulletins and press releases will provide information about the park's significance.

**IIb1X** By September 30, 2005, 70% of 500 participants in Thomas Stone NHS formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Formal curriculum based interpretive educational programs linking park themes to national standards and state standards of learning will be presented to requesting on-site school groups. The programs include pre-visit and post-visit materials to supplement hands-on activities given by rangers at the park visit. Goal achievement will be measured through teacher/student evaluation, students passing standards of learning and teachers returning the following years for the programs.

**IVa3A** By September 30, 2005, 100% of Thomas Stone NHS employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Employee work and performance will continue to be linked to the park's GPRA goals. Position Descriptions and Annual Work Plans will be more accurately described in terms of the results to be achieved to meet the stated GPRA goals.

**IVa4A** By September 30, 2005, the number of Thomas Stone NHS permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of 1.

The park staff will continue to recruit diverse candidates when vacancies occur. Agencies and organizations will be contacted to solicit applicants or assistance in locating diverse applicants for park jobs.

**IVa4B** By September 30, 2005, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 1 (33%).

Efforts will continue to seek female and diverse applicants to maintain the park's current level of diversity.

**IVa4C** By September 30, 2005, the number of Thomas Stone NHS permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).

The park staff will establish contacts with state and local agencies working with people with disabilities to recruit applicants for park vacancies.

**IVa4D** By September 30, 2005, the number of Thomas Stone NHS temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).

Efforts described above will also apply to vacancies for seasonal positions.

**IVa6A** By September 30, 2005, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average of 0.

Park management will continue to stress the importance of preventing injuries to employees through education, analysis of work assignments, use of the right equipment and personal protective equipment.

**IVa6B** By September 30, 2005, the number of Thomas Stone NHS hours of Continuation of Pay will be at or below 28.8.

In addition to preventing injuries from occurring to park employees, when injuries occur employees will be encouraged to return to work to perform "light duties."

**IVb1** By September 30, 2005, the number of Thomas Stone NHS volunteers hours is increased from 405 in FY1997 to 586 (44.7% increase).

The park staff will attempt to increase the use of volunteers by better defining the work that can be done by them; seeking new recruitment resources overlooked in the past as a means of finding volunteers, and better evaluating the performance of volunteers and the recognition of them. These measures are intended to find volunteers truly interested in proposed work assignments and helping volunteers to find more rewarding work and rewarding those volunteers to encourage their continued participation.

## **VI. MEASURING RESULTS**

The park's maintenance management software which contains years of data with regard to the condition of park facilities will be used to periodically evaluate the condition of facilities and to measure their improvement or deterioration. The park visitor survey form will continue to be used to measure visitor satisfaction with our services and facilities and to access the level of understanding visitors have of the resource after their visit. At least annually, park staff and others will sample the park's archeological and museum objects to evaluate their condition. Park staff will continue their efforts to control pests and monitor environmental conditions of the storage area. The condition of historic structures will be evaluated annually by on site inspections by the park maintenance staff.

## **VII. STRATEGIC PLAN PREPARERS**

The following park staff members were involved in preparing this Strategic Plan:

Dave Herrera, Temporary Superintendent  
Mimi Woodward, Administrative Officer  
Larry Trumbello, Chief, I & RM  
Wayne Sanders, Chief, Maintenance  
John J. Frye, Supervisory Park Ranger  
John B. Storke, Water Plant Operator  
Martha R. Walker, Supervisory Park Ranger  
Linda M. George, Office Automation Assistant

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  1a07	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 33.1% of the cultural landscapes not on the 1999 Cultural Landscape Inventory with condition information are in good condition.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 3 (100%) of 3 Thomas Stone NHS cultural landscapes <b>not</b> on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 are in good condition.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Cultural Landscape	<b>Unit Measure:</b> Cultural Landscape	<b>Condition (Desired):</b> Good	<b>Total # Units in Baseline:</b> 3	<b>Status in base yr. (# Meeting Condition).</b> 3	
<b>Projected Performance Target, end of strategic planning period: 3</b>					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 3 (100%) of 3 Thomas Stone NHS cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  1a1A	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 10.1% of targeted parklands, disturbed by development or agriculture, as of 1999 (22,500 of 222,300 acres), are restored.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 8 of 80 acres of Thomas Stones NHS lands disturbed by prior agricultural use of 1999 are restored.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Disturbed Lands	<b>Unit Measure:</b> Acre	<b>Condition (Desired):</b> Restored	<b>Total # Units in Baseline:</b> 0	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 8					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 2% (1.6 acres) of targeted disturbed park lands, as of 1999, are restored at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, 4% (3.2 acres) of targeted disturbed park lands, as of 1999, are restored at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 6.1% (4.88 acres) of targeted disturbed park lands, as of 1999, are restored at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 8.1% (6.48 acres) of targeted disturbed park lands, as of 1999, are restored at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 10.1% (8.08 acres) of targeted disturbed park lands, as of 1999, are restored at Thomas Stone NHS.



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  la5	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 60% (4 of 7 structures) of the historic structures at Thomas Stone on the 1999 List of Classified Structures are in good condition.				<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005
<b>Performance Indicator (what is measured):</b> Condition	<b>Unit Measure:</b> Structure	<b>Condition (Desired):</b> Good	<b>Total # Units in Baseline:</b> 7	<b>Status in base yr. (# Meeting Condition).</b> 1	
<b>Projected Performance Target, end of strategic planning period:</b> 4					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 28% (2 of 7) of the historic structures listed on the 1999 LCS are in good condition at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, 28% (2 of 7) of the historic structures listed on the 1999 LCS are in good condition at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 43% (3 of 7) of the historic structures listed on the 1999 LCS are in good condition at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 43% (3 of 7) of the historic structures listed on the 1999 LCS are in good condition at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 57% (4 of 7) of the historic structures listed on the 1999 LCS are in good condition at Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  1a6	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 7 (73.4%) of 9 applicable preservation and protection standards for Thomas Stone NHS museum collections are met.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Standards Met	<b>Unit Measure:</b> Each Standard	<b>Condition (Desired):</b> Meets Standards	<b>Total # Units in Baseline:</b> 9	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period: 7</b>					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 11.1% (2 of 9) of preservation and protection standards for park museum collections are met at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 33.3% (3 of 9) of preservation and protection standards for park museum collections are met at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 55.5% (5 of 9) of preservation and protection standards for park museum collections are met at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 66.6% (6 of 9) of preservation and protection standards for park museum collections are met at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 73.4% (7 of 9) of preservation and protection standards for park museum collections are met at Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  lb01	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, acquire or develop 87% of the 2527 outstanding data sets identified in 1999 of basic natural resource inventories for all parks.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, develop 30% of outstanding data sets identified in 1999 basic natural resource inventories for Thomas Stone NHS.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Data sets	<b>Unit Measure:</b> Data Set	<b>Condition (Desired):</b> Developed	<b>Total # Units in Baseline:</b> 8	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 3					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, develop 1 of the outstanding data sets identified in 1999 of basic natural resource inventories for Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, develop 1 of the outstanding data sets identified in 1999 of basic natural resource inventories for Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, develop 2 of the outstanding data sets identified in 1999 of basic natural resource inventories for Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 2 of the outstanding data sets identified in 1999 of basic natural resource inventories for Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 3 of the outstanding data sets identified in 1999 of basic natural resource inventories for Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  Ib2A	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, Archeological sites inventoried and evaluated are increased by 30% (from FY 1999 baseline of 48,188 sites to 62,644).				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 0 in FY 1999 to 2 (30% increase).			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Archeological Sites	<b>Unit Measure:</b> Each Site	<b>Condition (Desired):</b> Recorded	<b>Total # Units in Baseline:</b> 0	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period: 2</b>					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, the number of Thomas Stone NHS archeological sites inventoried and evaluated are increased to 1.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, the number of Thomas Stone NHS archeological sites inventoried and evaluated are maintained.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, the number of Thomas Stone NHS archeological sites inventoried and evaluated are maintained.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, the number of Thomas Stone NHS archeological sites inventoried and evaluated are maintained.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, the number of Thomas Stone NHS archeological sites inventoried and evaluated are increased to 2.



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  <b>lb2C</b>	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24,225).				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, all 7 (100%) Thomas Stone NHS historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Records with Updated Information	<b>Unit Measure:</b> LCS Record	<b>Condition (Desired):</b> Updated	<b>Total # Units in Baseline:</b> 7	<b>Status in base yr. (# Meeting Condition).</b> 3	
<b>Projected Performance Target, end of strategic planning period:</b> 9					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 43% of the historic structures, at Thomas Stone NHS listed in LCS have updated information. ( 3 of 7)

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, 57% of the historic structures, at Thomas Stone NHS listed in LCS have updated information. (4 of 7)

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 71% of the historic structures, at Thomas Stone NHS listed in LCS have updated information. ( 5 of 7)

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 86% of the historic structures, at Thomas Stone NHS listed in LCS have updated information. (6 of 7)

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 100% of the historic structures, at Thomas Stone NHS listed in LCS have updated information. (7 of 7)



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  Ib3	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 80% of 265 parks with significant natural resources have identified their vital signs for natural resource monitoring.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, Thomas Stone NHS has identified its vital signs for natural resource monitoring.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Identified Vital Signs	<b>Unit Measure:</b> Park	<b>Condition (Desired):</b> Vital Signs Identified	<b>Total # Units in Baseline:</b> 1	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 1					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, Thomas Stone NHS has identified 0 of its vital signs for natural resource monitoring.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, Thomas Stone NHS has identified 0 of its vital signs for natural resource monitoring.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, Thomas Stone NHS has identified 0 of its vital signs for natural resource monitoring.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, Thomas Stone NHS has identified its vital signs for natural resource monitoring.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, Thomas Stone NHS has identified its vital signs for natural resource monitoring.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  Ila1	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 95% of visitors to Thomas Stone NHS are satisfied with appropriate park facilities, services, and recreational opportunities.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Visitor Satisfaction	<b>Unit Measure:</b> % Visitors Satisfied	<b>Condition (Desired):</b> Happy Campers	<b>Total # Units in Baseline:</b> 95%	<b>Status in base yr. (# Meeting Condition).</b> 95%	
<b>Projected Performance Target, end of strategic planning period:</b> 95%					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at Thomas Stone NHS..

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at Thomas Stone NHS..

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  Ila2	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, The visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - FY 1996 baseline of 9.48 per 100,000 visitor days].				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the visitor accident rate at Thomas Stone NHS is maintained at the FY1992-FY1996 five-year average of 0.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Visitor Accident	<b>Unit Measure:</b> Visitor Accident	<b>Condition (Desired):</b> Safe Visitors	<b>Total # Units in Baseline:</b> 0	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 0					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, visitor accidents will be maintained at 0 for Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, visitor accidents will be maintained at 0 for Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, visitor accidents will be maintained at 0 for Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, visitor accidents will be maintained at 0 for Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, visitor accidents will be maintained at 0 for Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IIb1	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 95% of Thomas Stone NHS visitors understand and appreciate the significance of the park.				<b>Baseline Year:</b>  FY1998	<b>Target Year:</b>  2005
<b>Performance Indicator (what is measured):</b> Visitor Understanding	<b>Unit Measure:</b> % of visitors	<b>Condition (Desired):</b> Understand and appreciate	<b>Total # Units in Baseline:</b> 60%	<b>Status in base yr. (# Meeting Condition).</b> 60%	
<b>Projected Performance Target, end of strategic planning period:</b> 95%					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 95% of visitors understand and appreciate the significance of Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 95% of visitors understand and appreciate the significance of Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 95% of visitors understand and appreciate the significance of Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 95% of visitors understand and appreciate the significance of Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 95% of visitors understand and appreciate the significance of Thomas Stone NHS.



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  11b1X	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, (Park determined %) of (pk determined target # of students) participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, 70% of 500 participants in Thomas Stone NHS formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Percent of Students with Understanding	<b>Unit Measure:</b>  Percent	<b>Condition (Desired):</b>  Understanding	<b>Total # Units in Baseline:</b>  0	<b>Status in base yr. (# Meeting Condition).</b>  0	
<b>Projected Performance Target, end of strategic planning period:</b> 70%					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 70% of 100 students (in FY2001) participating in formal educational programs at Thomas Stone NHS understand America's cultural and natural heritage as preserved by National Park Service.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 70% of 100 students (in FY2002) participating in formal educational programs at Thomas Stone NHS understand America's cultural and natural heritage as preserved by National Park Service.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 70% of 100 students (in FY2003) participating in formal educational programs at Thomas Stone NHS understand America's cultural and natural heritage as preserved by National Park Service.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, 70% of 100 students (in FY2004) participating in formal educational programs at Thomas Stone NHS understand America's cultural and natural heritage as preserved by National Park Service.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, 70% of 100 students (in FY2005) participating in formal educational programs at Thomas Stone NHS understand America's cultural and natural heritage as preserved by National Park Service.



## A - FOR STRATEGIC PLAN

Park/Program Name Thomas Stone NHS		Park/Program Org Code: 4850	Date Prepared April 6, 2000	NPS Goal ID Number:  IVa3A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 100% of Thomas Stone NHS employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.			Baseline Year:  Each Year	Target Year:  2005	
Performance Indicator (what is measured): Performance Standards	Unit Measure: Each Employee Performance Plan	Condition (Desired):  Linked to Goal	Total # Units in Baseline:  4	Status in base yr. (# Meeting Condition).  N/A	
Projected Performance Target, end of strategic planning period: 4					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, 4 (100%) of employee performance plans are linked to appropriate strategic and annual performance goals at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, 4 (100%) of employee performance plans are linked to appropriate strategic and annual performance goals at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, 4 (100%) of employees have performance plans linked to appropriate strategic and annual performance goals at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, maintain 4 (100%) of employee performance plans maintain link to appropriate strategic and annual performance goals at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, maintain 4 (100%) of employee performance plans maintain link to appropriate strategic and annual performance goals at Thomas Stone NHS.

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IVa4A
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.				<b>Park/Program Goal ID Number:</b>
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of 1.			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005
<b>Performance Indicator (what is measured):</b> New Hires	<b>Unit Measure:</b> Each Position	<b>Condition (Desired):</b> Positions Filled with Underrepresented Employees	<b>Total # Units in Baseline:</b>  3	<b>Status in base yr. (# Meeting Condition).</b>  1
<b>Projected Performance Target, end of strategic planning period: 1</b>				

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at Thomas Stone NHS. \

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at Thomas Stone NHS. \

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at Thomas Stone NHS. \

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at Thomas Stone NHS. \

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at Thomas Stone NHS. \

## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IVa4B	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 1 (33%).			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Positions	<b>Unit Measure:</b> Each Position	<b>Condition (Desired):</b> Positions filled by women & minorities	<b>Total # Units in Baseline:</b> 3	<b>Status in base yr. (# Meeting Condition).</b> 1	
<b>Projected Performance Target, end of strategic planning period:</b> 1					

<b>FY01 Performance Plan Annual Goal text:</b> By September 30, 2001, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 33%.
<b>FY02 Performance Plan Annual Goal text:</b> By September 30, 2002, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 33%.
<b>FY03 Performance Plan Annual Goal text:</b> By September 30, 2003, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 33%.
<b>FY04 Performance Plan Annual Goal text:</b> By September 30, 2004, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 33%.
<b>FY05 Performance Plan Annual Goal text:</b> By September 30, 2005, the total number of Thomas Stone NHS temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 33%.



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IVa4C	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> New Hires	<b>Unit Measure:</b> Each Position	<b>Condition (Desired):</b> Positions Filled by Individuals with Disabilities	<b>Total # Units in Baseline:</b> 4	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 1					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text:** By September 30, 2002, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, increase the representation of underrepresented groups over the 1999 baseline by 100% of individuals with disabilities in the permanent workforce at Thomas Stone NHS.



## A - FOR STRATEGIC PLAN

<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IVa4D	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).			<b>Baseline Year:</b>  FY1999	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> New Hires	<b>Unit Measure:</b> Each Position	<b>Condition (Desired):</b> Positions Filled by Individuals with Disabilities	<b>Total # Units in Baseline:</b> 0	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 1					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, increase the representation of under represented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, increase the representation of under represented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, increase the representation of under represented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, increase the presentation of under represented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, increase the representation of under represented groups over the 1999 baseline by 100% of individuals with disabilities in the seasonal and temporary workforce at Thomas Stone NHS.

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<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b> IVa6A	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average of 0.			<b>Baseline Year:</b> FY1992-FY1996	<b>Target Year:</b> 2005	
<b>Performance Indicator (what is measured):</b> Employee Lost- time Injuries	<b>Unit Measure:</b> Each Lost-Time Injury	<b>Condition (Desired):</b> Reduce Lost-time Injuries	<b>Total # Units in Baseline:</b> 0	<b>Status in base yr. (# Meeting Condition).</b> 0	
<b>Projected Performance Target, end of strategic planning period:</b> 0					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average 0.

**FY02 Performance Plan Annual Goal text :** By September 39, 2002, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average 0.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average 0.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average 0.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, the number of Thomas Stone NHS employee lost-time injuries is maintained at the FY1992-FY1996 five-year annual average 0.

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<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b> IVa6B	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, The servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS hours of Continuation of Pay will be at or below 28.8.			<b>Baseline Year:</b> FY1992-FY1996	<b>Target Year:</b> 2005	
<b>Performance Indicator (what is measured):</b> Employee Continuation of Pay Hours	<b>Unit Measure:</b> Each COP Hour	<b>Condition (Desired):</b> Reduce COP Hours	<b>Total # Units in Baseline:</b> 28.8	<b>Status in base yr. (# Meeting Condition).</b> 28.8	
<b>Projected Performance Target, end of strategic planning period:</b> 28.8					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, the total number of hours of Continuation of Pay (COP) will be at or below 28.8 hours for Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, the total number of hours of Continuation of Pay (COP) will be at or below 28.8 hours for Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, the total number of hours of Continuation of Pay (COP) will be at or below 28.8 hours for Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, the total number of hours of Continuation of Pay (COP) will be at or below 28.8 hours for Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, the total number of hours of Continuation of Pay (COP) will be at or below 28.8 hours for Thomas Stone NHS.

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<b>Park/Program Name</b> Thomas Stone NHS		<b>Park/Program Org Code:</b> 4850	<b>Date Prepared</b> April 6, 2000	<b>NPS Goal ID Number:</b>  IVb1	
<b>NPS Servicewide Goal Description (Mission or Long-term Goal text):</b> By September 30, 2005, Increase by 44.7% the number of volunteer hours [from 3.8 million hours in 1997 to 5.5 million hours].				<b>Park/Program Goal ID Number:</b>	
<b>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</b> By September 30, 2005, the number of Thomas Stone NHS volunteers hours is increased from 405 in FY1997 to 586 (44.7% increase).			<b>Baseline Year:</b>  FY1997	<b>Target Year:</b>  2005	
<b>Performance Indicator (what is measured):</b> Volunteer Hours	<b>Unit Measure:</b> Hour	<b>Condition (Desired):</b> Increased Volunteer Hours	<b>Total # Units in Baseline:</b> 405	<b>Status in base yr. (# Meeting Condition).</b> 405	
<b>Projected Performance Target, end of strategic planning period:</b> 586					

**FY01 Performance Plan Annual Goal text:** By September 30, 2001, increase by 21.1% the number of volunteer hours (from 405 hours in 1997 to 490 hours) at Thomas Stone NHS.

**FY02 Performance Plan Annual Goal text** By September 30, 2002, increase by 26.3% the number of volunteer hours (from 405 hours in 1997 to 511 hours) at Thomas Stone NHS.

**FY03 Performance Plan Annual Goal text:** By September 30, 2003, increase by 31.6% the number of volunteer hours (from 405 hours in 1997 to 533 hours) at Thomas Stone NHS.

**FY04 Performance Plan Annual Goal text:** By September 30, 2004, increase by 36.8% the number of volunteer hours (from 405 hours in 1997 to 554 hours) at Thomas Stone NHS.

**FY05 Performance Plan Annual Goal text:** By September 30, 2005, increase by 44.7% the number of volunteer hours (from 405 hours in 1997 to 586 hours) at Thomas Stone NHS.